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CLERK OF DISTRICT COURT
DISTRICT OF NEVADA
DEPUTY

Erin DeLetto
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Pro Per

UNITED STATES DISTRICT COURT
DISTRICT OF NEVADA

ERIN DELETTTO)
)
Plaintiff,)
)
v.)
)
OPBIZ, L.L.C. d/b/a Aladdin Resort &)
Casino, a Nevada corporation; JOHN DOES)
I through X; and ROE CORPORATIONS I)
through X, inclusive,)
)
Defendants.)

2:08-CV-1613 RLH-LRL

COMPLAINT

JURY TRIAL DEMANDED

PLAINTIFF ERIN DELETTTO, an individual, complains against the above named Defendants, alleges as follows:

I. OVERVIEW

1. This is an action brought by an individual Plaintiff, Erin DeLetto ("DeLetto"), to secure the protection of and redress the rights secured by under Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e et. seq. ("Title VII").

2. DeLetto also asserts causes of action for compensatory and punitive damages under Nevada law, pursuant to 28 U.S.C. §1367 (2007); said causes of action arising out of the same core of operative facts and involving the same parties as DeLetto's Title VII claim.

II. JURISDICTIONAL ALLEGATIONS

3. This Court's jurisdiction to enforce the provisions of Title VII is conferred by Section 706(f)(1) and (3) of Title VII of the Civil Rights Act of 1964, as amended 42 U.S.C. §2000e-5(f)(1) and (3) (2006) and Section 102 of the Civil Rights Act of 1991, 42 U.S.C. §1981a (2006).

Paid Amt \$ 350⁰⁰ Date 11/19/08

Receipt # 110905 Initials ES

1 2000e(b), (g) and (h). At all relevant time mentioned herein, Defendant Aladdin employed fifteen
2 (15) or more employees for each working day in each of twenty (20) or more calendar weeks in the
3 then current or preceding calendar year, and was an "employer" within the meaning of Title VII and
4 N.R.S. § 613.310.

5 10. At all relevant times mentioned herein, Defendant Aladdin was the employer or
6 former employer of DeLetto.

7 11. The true names and capacities, whether individual, corporate, association or
8 otherwise, of Defendants JOHN DOES I through X and ROE CORPORATIONS I through X are
9 unknown to Plaintiff, who therefore sues said Defendants by such fictitious names; Plaintiff is
10 informed and believes and therefore alleges that each of the Defendants designated herein as JOHN
11 DOES AND ROE CORPORATIONS are parties responsible for the actions giving rise to Plaintiff's
12 claims for relief; and Plaintiff will ask leave of this Court to amend this Complaint to insert the true
13 names and capacities of JOHN DOES I through X and ROE CORPORATIONS I through X when
14 the same have been ascertained, and to join such Defendants in this action.

15 **FIRST CLAIM FOR RELIEF**

16 12. DeLetto re-alleges and incorporates paragraphs 1 through 11 above, as though fully
17 set forth herein.

18 13. On or about November 15, 2004, DeLetto, a female, began her employment as the
19 Manager of Starbucks at the Aladdin.

20 14. Under DeLetto's management, the Starbucks at the Aladdin received the "5 Star
21 Legendary Service Award" in April of 2005.

22 15. DeLetto received a Performance Review in June 2005 and received all "Exceed
23 Standards" and "Meets Standards" ratings.

24 16. On or about June 27, 2005, DeLetto received an annual salary increase.

25 17. On or about December 16, 2005, DeLetto was promoted to the Casual Dining Outlet
26 Manager at the Aladdin.

27 18. DeLetto was paid less then the male Casual Dining Outlet Manager she replaced in
28 violation of Title VII and in violation of the Equal Pay Act, 29 U.S.C. § 206(d).

28. It has been necessary for DeLetto to retain the services of an attorney for the purpose of litigating this action. Pursuant to N.R.S. § 613.333(3), DeLetto is entitled to an award of reasonable attorneys' fees and costs of suit.

THIRD CLAIM FOR RELIEF

29. DeLetto re-alleges and incorporates paragraphs 1 through 28 above, as though fully set forth herein.

30. On or about March 30, 2006, no longer able to withstand Hedrick's treatment, DeLetto went to the Aladdin's Human Resources Department to complain about Hedrick's discriminatory and harassing treatment.

31. The Aladdin failed to adequately address DeLetto's complaints.

32. From about March 30, 2006 to May 9, 2006, DeLetto was retaliated against by Hedrick for reporting his conduct to Human Resources, including, but not limited to, giving DeLetto a negative performance review and an overall "Did Not Meet Objectives" rating, requiring DeLetto to perform tasks not required of her male counter-parts, asking DeLetto if she was committed to the company and if she wished to continue her employment at the Aladdin, in violation of Title VII.

33. On or about May 9, 2006 DeLetto was discharged from her employment with the Aladdin in retaliation for her complaints in violation of Title VII.

34. DeLetto has suffered, and continues to suffer, as a direct and proximate result of Defendant Aladdin's unlawful retaliation.

35. It has been necessary for DeLetto to retain the services of an attorney for the purpose of litigating this action. Pursuant to Title VII, DeLetto is entitled to an award of reasonable attorneys' fees and costs of suit.

FOURTH CLAIM FOR RELIEF

36. DeLetto re-alleges and incorporates paragraphs 1 through 35 above, as though fully set forth herein.

37. Defendant Opbiz, L.L.C., in willfully retaliating against DeLetto based her employment complaint, violated Nevada Revised Statute § 613.330, which prohibits retaliation in employment.

38. DeLetto has suffered, and continues to suffer, as a direct and proximate result of Defendant Aladdin's unlawful retaliation.

39. It has been necessary for DeLetto to retain the services of an attorney for the purpose of litigating this action. Pursuant to N.R.S. § 613.333(3), DeLetto is entitled to an award of reasonable attorneys' fees and costs of suit.


WHEREFORE, DeLetto prays for judgment against Defendant Aladdin, as follows:

1. With respect to DeLetto's First, Second, Third, and Fourth Causes of Action, DeLetto prays for judgment against Defendant Aladdin for all remedies and monetary damages to which DeLetto is entitled under Title VII and Nevada law, including, but not limited to:

- a. Injunctive relief;
- b. Back pay (lost wages, commissions, earnings, retirement and other employee benefits);
- c. Compensatory loss and damages, such as lost wages, commissions, earnings, retirement and other employee benefits;
- d. Emotional pain and suffering;
- e. Pre-judgment and post-judgment interest;
- f. Punitive damages;
- g. Reasonable attorneys' fees and costs of suit; and
- h. For such other and further relief as the Court deems just and proper.

DATED this 18 day of November, 2008

By:



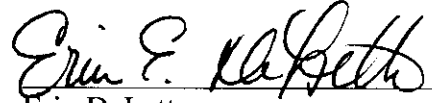
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JURY TRIAL DEMAND

DeLetto hereby demands a jury trial on all issues triable to a jury.

DATED this 18 day of November, 2008.

By:



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